

Arapahoe-Holbrook Public School
Board of Education – Special Meeting
School Library
January 24th, 2018 4:00 pm

President Dennis Roskop called the meeting to order at 4:05 pm.

President Roskop announced that the Arapahoe-Holbrook Board of Education follows the rules of the Open Meetings Act which is posted.

The following members were present: Dan Warner, Dennis Roskop, Brad Schutz, and Lisa Anderson. Chad Carpenter arrived at 4:15 pm.

The following member(s) were absent: Rodney Whipple.

Also present was Dr. George Griffith, Superintendent and Cassie Hilker, Board Secretary. No visitors were present.

The board went on a tour of the construction site, which took approximately one hour.

A motion was made by Schutz and seconded by Warner to approve the agenda as presented. AYES: Carpenter, Roskop, Schutz, Anderson, and Warner. Motion carried 5-0.

President Roskop noted that there were no visitors or public comment.

ACTION ITEMS

A motion was made by Carpenter and seconded by Anderson to approve the Consent Agenda as presented, which included minutes from the previous meeting. AYES: Roskop, Schutz, Anderson, Warner, and Carpenter. Motion carried 5-0.

Griffith stated that Bid 09H is for the gymnasium floor system and the recommendation is to go with Great American Hardwood Flooring. He has checked on the company and feels comfortable moving forward with them. Warner asked about it not including the volleyball sleeves. Griffith stated that it just includes installing them. Carpenter asked how much spacing is in our current bleachers for leg room. Roskop left to check. Carpenter asked Griffith if he did any research on the scoreboard and bleachers. Griffith stated that there is a picture of the scoreboard in the packet. Roskop reported that the spacing for leg room in the current bleachers is approximately 18 inches. Schutz asked about the warranty. Warner stated that Anderson Ladd, Inc. showed a three year warranty. Warner stated that it looks like they are the only ones that listed the warranty. Griffith stated that he has an email on the warranty, but not with him. A motion was made by Warner and seconded by Carpenter to approve the recommendation of awarding Bid 09H to Great American Hardwood Flooring for the gymnasium floor system in the amount of \$99,815.00. AYES: Schutz, Anderson, Warner, Carpenter, and Roskop. Motion carried 5-0.

Griffith stated that Bid 11A is for the gymnasium equipment and bleachers. Interkal is recommended for the bleachers and Great Plains Sports Flooring is recommended for the equipment. He included a picture of the scoreboard. The scoreboard can be personalized. He has been contacted by a company that is considering making a donation towards the scoreboard. Schutz asked if the dimensions are similar to what we currently have. Griffith agreed that it is comparable. The total bid is \$160,290 and includes the bleachers and equipment. This is not a bid for the scoreboard, which gives us more time to meet and discuss that. Schutz and Warner noticed that the scoreboard is included in the bid from Great Plains Sports Flooring. Griffith stated he was looking at the top line that says scoreboard and didn't notice the line below that says scoreboard as well. Schutz agreed that it is confusing. He stated that he asked Josh Albright at a construction meeting why they are recommending Great Plains Sports Flooring for the equipment and scoreboard when they didn't recommend them for the gym floor. He reported that Albright was not concerned with them installing the equipment. Griffith agreed that the concern with that company is the installation of the floor only. Carpenter asked Griffith if he ever visited with the art department on designing something for the floor. Griffith stated that he did, but he was asked for so many details that it is easier to let the company do it. Schutz asked if the scoreboard is going to be set up to have the illumination on the backboard when the clock goes off. Roskop stated that he thought all of the electrical would be there but he didn't know if they have everything set up to do it. Schutz was just wondering if the scoreboard has the capability to do it or if we get it on the backboards. Griffith stated that after reviewing the equipment it looks like we would have to have an add-on to get this. Carpenter asked if we wanted to do it later on, we could. Griffith agreed but the backboards would have to be changed out. Or you could submit a change order for an upgrade. If we approve Great Plains Sports Flooring tonight, we can contact them for cost information on upgrading the boards and then go from there. Roskop stated that Albright said after we approve the bid, we will be contacted about color schemes, etc. Griffith recommended approving Bid 11A as presented. A motion was made by Schutz and seconded by Anderson to approve the recommendation of awarding Bid 11A to Interkal for the bleachers and Great

Plains Sports Flooring for the equipment and scoreboard in the total amount of \$160,290.00. AYES: Anderson, Warner, Carpenter, Roskop, and Schutz. Motion carried 5-0.

Griffith stated that the changes to the Negotiated Agreement are highlighted in red. It is a 2 year agreement. The changes for 2018-2019 include: 1) A \$500 increase to the base salary, which increases it from \$33,650 to \$34,150. 2) No change to insurance rates or package. 3) Implement a sick day exchange for any teacher exceeding the 45 days of accumulated sick leave. They would be allowed to exchange 5 of the excess sick days for one personal day over the maximum number of personal leave days provided. These personal leave days do not accumulate. 4) Added pay rates for APS staff that are Gate Person(s), Line Judge(s), Clock Operator(s), Bookkeeper(s), and Official(s) to the extra duty schedule per IRS regulations. The changes for 2019-2020 include: 1) An option for the Board to renegotiate in the event insurance rates increase more than 10%. 2) A \$1,000 increase to the base salary, which increases it from \$34,150 to \$35,150. 3) Increase personal leave days from 2 to 3, non-accumulative.

A motion was made by Schutz and seconded by Roskop to enter in to executive session at 5:29 pm for the purpose of negotiations. AYES: Warner, Carpenter, Roskop, Schutz, and Anderson. Motion carried 5-0.

A motion was made by Schutz and seconded by Roskop to exit executive session at 5:43 pm.

A motion was made by Roskop and seconded by Carpenter to approve the negotiated agreement as presented. AYES: Carpenter, Roskop, Schutz, Anderson, and Warner. Motion carried 5-0.

Schutz thanked the Board's Negotiation Committee for all of their work.

DISCUSSION ITEMS

Roskop shared last year's goals that were done with NASB. He thought these were done just after the bond. A lot of these issues have been addressed, but there are a lot of the goals are continuous. One is communication with the community and patrons. He thinks we are in the same spot on a lot of the goals. Some of the long term goals move more in to the short term as the building progresses. Another critical issue we continue to look at is where staff are at on the pay scale and continuing to work towards developing leadership in our school system. Continuing to be good stewards of the money presented on the bond issues. Continually dealing with the ag sector and how we get a majority of our funds. He thinks our critical issues are exactly the same as we are going to have moving forward. Griffith stated that he is working on the Career Technical Education stuff. He is planning to take some teachers to visit a school that already has a career pathway program and works with a community college that is a half hour away. He is going to a meeting at the ESU tomorrow to go over this program as well. We have good staff support for the reVision program. The advisory council is pleased with our progress in this area. He thinks the website will change once the new Technology person is on board. Roskop asked if anyone has anything specific they want to add. He thinks it is important to look over the goals we have and review where we can make progress. We need to continue to give Dr. Griffith the tools he needs to move forward. A lot of what is good in this document is that it gets more specific on who we are expecting to do what. It identifies what our critical issues are and there are still financial and agricultural things that we need to continue moving forward with, while continuing to provide the best education we can for our kids. If anyone has any changes or suggestions, now is the time to throw it out there. Griffith stated that it is a living document and if anyone has a change at any time they can just let him know. Roskop stated that many of the items we had as goals are a lot of the things we are still looking at. Anderson asked Griffith where he was at on the Career Education. Griffith stated that they are going to visit a Career Pathway school. He meets tomorrow with a representative of CCC on Career Pathways at the ESU. After those two things are done, we will have a strategic plan on how to move forward for next year. One of those goals is to work together on establishing a schedule that will work. He is used to having certain set classes for freshman and allowing them to take one elective. As they get older they have more electives and more options. There are several people in town that are willing to volunteer to set up mentoring programs and work study opportunities. One is a former school counselor. The support we got from the community has been great. The advisory council is in agreement with moving forward with this. Mr. Kuntz has a number of great ideas. One thing he would like to bring to the board at some point is allowing an Animal Science or Plant Science class to meet the science requirement for graduation. There are also a number of online options. The biggest thing is the certification of staff. Anderson gathered at the first meeting with staff that the Ag and Business would be feasible. Griffith stated that Mr. Schaben is eligible to teach College Algebra. Mrs. Glenna Hoefs is eligible to teach College Chemistry. Those are two dual options that we have. We need to utilize our distance learning far more than we are. Anderson stated that all we offer now is College English. Griffith stated that it is a costly thing to have to only offer one class. As we have had more meetings, the staff understands it more and are on board. Roskop stated that he would like to review the goals again in six months. He doesn't think there is anything specific to change today, but he would like to keep them in front of the board and track the progress.

Roskop stated that Griffith has completed the self evaluation. He would like the board to complete their evaluations and he would like to complete the evaluation at the February meeting. He would like to get this done so that we know exactly where we are at financially. He would like the evaluations returned to him prior to February 5th. He appreciates Griffith completing the self evaluation tool. It really helps. Schutz asked when the principal's evaluation is done. Griffith stated that he will have

it at the next board meeting. Warner stated that he thought they negotiated a two year agreement for the principal last year. Griffith agreed and will have to look into it further. There may have been verbiage in the contract that he would get the same increase as the teacher's or 3%, but he will have to look. He knows he will be expecting more than that. Roskop agrees that we need to look at it further because he agrees with Warner about the two year contract. Griffith stated that he is still planning to stay at the same rate. He would like to be at the middle next year. Roskop stated that as evaluations come in, we may discuss it further. He appreciates Griffith's comments, but he feels they also need to reward him for the job that he has done and is doing. There is some stability that he has brought to our school and he appreciates that.

Public Comment – None.

Technology Committee Meeting will be set once Griffith receives the quotes.

Finance Committee Meeting, Monday, February 12th, 2018 at 6:00 pm in the Arapahoe-Holbrook Public School Library.

Regular Board Meeting, Monday, February 12th, 2018 at 7:00 pm in the Arapahoe-Holbrook Public School Library.

A motion was made by Carpenter and seconded by Anderson to adjourn the meeting at 6:03 pm.

Respectfully submitted,
Cassie Hilker, Board Secretary